Sunday July 24, 2022
LEADERSHIP – The Four C's of Leadership (Part-3)

Review:

THE FOUR C'S: CHARACTER, COMPETENCE, COMPASSION, CHARISMA

The four C's: **character, competence, compassion, and charisma** constitute the leadership framework we will present here. We define each aspect and discuss their importance and how we can nurture them in our lives.

Leadership simply defined is taking yourself and at least one other person, from where you are to better place where you intend to be.

Character
The first attribute of a great leader and good leadership we addressed is Character.

Seven ingredients of good character
1, Integrity
2, Accountability
3, Commitment
4, Courage
5, Diligence
6, Humility
7, Respect

Competence
Seven general skills required for competent leadership:
1, Visionary
2, Strategizing
3, Communication
4, People skills
5, Planning
6, Execution
7, Learning

Today: Compassion

LEADING WITH HEART AND HEAD

We lead with the heart, as much as we lead with the head.

To be compassionate is to sincerely care for people and express it in genuine ways. People need to know that we genuinely care about them, their interests, their feelings, their needs.

And there is the tension we must deal with; **how do we balance taking care of people's needs versus achieving organizational goals? How do we balance being compassionate and still get the job done?** This is not easy. **Knowing when to lead with the heart and when to lead from the head – or how to integrate the two, takes a whole lot of wisdom.** Often, we tend to go too much on one side and sometimes the outcomes could be disastrous.

Things are even more challenging in leading a Church or Christian ministry because we have to balance **being a "family" and being a "body"** (body is 'corpus' in Latin from which we get "corporate") or being an organization.

In the workplace **the challenges of balancing compassionate leadership with corporate objectives** are endless: How do you give honest feedback on poor performance? How do you select one individual for a leadership role from among of pool of good people, possible disappointing those who are not selected? How do you tell people they won't be getting a raise due to certain situations? How do you terminate employment compassionately? And on and on.

In leadership we hear a lot about **being an emotionally intelligent leader**. There is a lot of information on how to harness and direct your emotions and emotional skills in leadership. Most of us are very guarded in expressing emotions at the workplace. We make sure our emotions do not get the better of us in how we act or react, especially in tough situations.

David R. Caruso and Peter Salovey in their book "**The Emotionally Intelligent Manager**" (2004, Jossey-Bass Publishers, ISBN 13:9780787970710) present the case that the emotion centers of the brain, are not relegated to a secondary place in our thinking and reasoning, but instead are an integral part of what it means to think, reason, and to be intelligent. **They show that emotion is not just important, but necessary for us to make good decisions, take action to solve problems, cope with change, and succeed.** They discuss how to develop emotional skills: identifying emotions, using emotions to facilitate thinking, understanding emotions, and managing emotions-and how to use these emotional skills in an integrated way to solve our most difficult work-related problems.

WHY IS COMPASSIONATE LEADERSHIP IMPORTANT?

We can point to at least three positive effects of a compassionate leader:

Creates stronger people connections
Compassion in leadership creates stronger connections with people and between people. People feel cared for and express care for each other in a culture of compassion.

A culture of collaboration
Compassionate leadership fosters a culture of collaboration, increasing trust, loyalty, and commitment.

Expresses competence
Compassionate leaders are generally perceived as being secure, stronger, and more competent.

THE LORD JESUS - A COMPASSIONATE LEADER

Time and again we read the Gospel writers stating that the Lord Jesus was moved with compassion and then ministered to the people. He preached, taught, healed, delivered, and worked miracles being moved with compassion for the people.

SEVEN EXPRESSIONS OF COMPASSION IN LEADERSHIP

1, Identifying – step into their world, try to feel what they feel, identify with, and understand what they are going through, relate at their level.
2, Gentleness – speaking truth in love. Being firm in decisions yet expression it as gently as possible.
3, Kindness – do good. Look for ways to bless, enrich, doing good.
4, Generosity – giving into people's lives, financially and in other ways.
5, Forgiving – not recounting past mistakes and failures when they have worked past those weaknesses and demonstrated positive change.
6, Sacrifice – serving without expecting a reward in return from those being served. Being willing to delay your own reward so that others can get their reward first.
7, Hopefulness – see the good in each person and leave them hopeful even in difficult situations

AN UNCOMPASSIONATE LEADER

Here are a few behaviors we would see in leaders who are not compassionate:

- Places self above others
- Caustic and hurtful
- Pursues objectives with no concern for those who work to achieve them

PRACTICING COMPASSION IN LEADERSHIP

Here are a few practical insights to help us practice compassion in leadership.

THERE IS GRACE AND TRUTH

John 1:17
For the law was given through Moses, but grace and truth came through Jesus Christ.

There is grace and truth expressed in the Person of Christ.

The same Jesus who ministered with compassion to the people, brought strong rebuke to religious leaders who had failed the people.

We must learn how to express grace without compromising truth, and how to deal in truth (that is deal truthfully) without compromising grace.

SPEAK TRUTH IN LOVE

Ephesians 4:15
but, speaking the truth in love, may grow up in all things into Him who is the head—Christ—

To speak the truth in challenging situations, takes courage.
Speak truth in love.
Address the matter that needs to be addressed, while expressing compassion.

Romans 12:9
Let love be without hypocrisy. Abhor what is evil. Cling to what is good.

Sincere unhypocritical love detests what is evil and holds on to what is good.

WALK WITH WISDOM

James 2:13
For judgment is without mercy to the one who has shown no mercy. Mercy triumphs over judgment.

When executing judgment, do it with mercy.

James 3:17
But the wisdom that is from above is first pure, then peaceable, gentle, willing to yield, full of mercy and good fruits, without partiality and without hypocrisy.

This is how we can gauge if we are walking with wisdom. If we are walking with purity, peace, gentleness, yielding (not insisting on our own way), mercy, good fruits, impartial, sincere – we are moving with divine wisdom.

WHAT IF PEOPLE MISUSE OUR COMPASSION?

It takes wisdom to ensure that people do not misuse our compassion. While we are kind and gentle, etc., we must also lead keeping the organization's objectives in mind and making sure we do not compromise on what we must pursue.

BEING COMPASSIONATE DOES NOT MEAN WE ARE A 'PUSHOVER'!

Matthew 10:16
Behold, I send you out as sheep in the midst of wolves. Therefore be wise as serpents and harmless as doves.

How can sheep survive among wolves. We operate with wisdom while remaining gentle and kind.

Personal example: AZ IT Team

REVIEW: SEVEN EXPRESSIONS OF COMPASSION IN LEADERSHIP

1, Identifying
2, Gentleness
3, Kindness
4, Generosity

5, Forgiving
6, Sacrifice
7, Hopefulness

LIVE STREAM AUDIENCE

Thank you for joining us online.
Post service call to action - Like, Share and Subscribe, if in Bangalore come to any one of our Sunday services.

SALVATION CALL (BY YOUR FREE CHOICE AND FREE WILL)

If you ask, does God love me? We can tell you what the Bible says: John 3:16, Romans 5:8
If you ask, how can I have my sins forgiven? We can tell you what the Bible says: Acts 10:43; 1 John 2:2,12
If you ask, what is the way to God? We can tell you what the Bible says: John 14:6
If you ask, how can I become a child of God? We can tell you what the Bible says: John 1:12
If you ask, where can I find salvation? We can tell you what the Bible says: Acts 4:12
If you ask, what must I do to experience salvation? We can tell you what the Bible says: Acts 16:30-31
As an act of your own free choice, we invite you to make this decision to follow Jesus.

SUPERNATURAL MINISTRY TIME

Minister as the Spirit leads

LIFE GROUP STUDY GUIDE

Sunday July 24, 2022
LEADERSHIP – The Four C's of Leadership (Part-3)

The is a simple guide for use in Life Group discussions. Our objective is to focus on the application of the Sunday sermon - how each one is becoming a doer of the Word and building their life on God's Holy Word. The Life Group meeting would normally last for 2 hours. Each Life Group would have up to 12-15 people.

Preparation
To prepare for the Life Group meeting, you can listen to the Sermon Key Points (sermon summary in five minutes) or the full-length Sunday sermon. You can also review the Sunday Sermon notes. All these are available in the "All Peoples Church Bangalore" mobile App or online at our sermons page . Pray for the Life Group meeting and invite the work and ministry of the Holy Spirit.

Welcome
The Life Group meeting may commence with a time of prayer, worship, and a fun activity.

LISTEN to God's Word
Read the following Scripture references: *John 1:17; Ephesians 4:15;Romans 12:9; James 3:17*

INVESTIGATE God's Word Together
Please discuss a few of these together, giving time for people to share their insights. We encourage each one individually to make notes of their personal learning during the Group discussion.

Q1, Share practical examples where you had to handle situations with "grace and truth". How did you process things? Did you feel, you leaned more toward one side (grace or truth)?

Q2, Share practical examples where as a leader you have had to speak the truth in love and judgment with mercy? How did you prepare yourself to handle the situation? What were the outcomes?

Q3, In real life, while being compassionate leaders, how do we ensure that people do not misuse our compassion or treat us as a 'pushover'. Share examples, if possible, where you detected that this was happening and how you handled the situation as a leader.

If time permits, each one can take a few (3 minutes max) to share one or two key learning and how they see themselves applying it into their specific life situations. Encourage each one to participate and share.

FELLOWSHIP by sharing your life and spiritual journey
Each one takes a few (3 minutes max) to share anything from their walk with God, something God has been teaching them, a testimony of answered prayer or a specific challenge that they would like prayer for. Encourage each one to participate and share.

ENCOURAGE each other by praying and ministering to one another
Get into small groups of two or three and take turns to thank God and pray for each other in the light of what was learnt today. Listen to the Holy Spirit. Expect the gifts of the Holy Spirit to flow bringing healing, releasing miracles, prophecy, etc.

Regroup and pray together for:
1, families to be protected and strengthened
2, a mighty outpouring of God's Holy Spirit on us as a church and through us to bless many others in our city and nation. Nothing but a mighty work of God's Spirit can change our city and nation.
3, for the BUILD TO IMPACT project - for God's hand to guide us through the land search and acquisition process, and for finances to be more than enough to get this project done.

Close by thanking God together.

USEFUL RESOURCES

Watch our online Sunday Church service live stream every Sunday at 10:30am (Indian Time, GMT+5:30). Spirit filled, anointed worship, Word and ministry for healing, miracles, and deliverance.
YOUTUBE: https://youtube.com/allpeopleschurchbangalore
WEBSITE: https://apcwo.org/live

Our other websites and free resources:
CHURCH: https://apcwo.org
FREE SERMONS: https://apcwo.org/resources/sermons
FREE BOOKS: https://apcwo.org/books/english
DAILY DEVOTIONALS: https://apcwo.org/resources/daily-devotional
JESUS CHRIST: https://examiningjesus.com
BIBLE COLLEGE: https://apcbiblecollege.org
E-LEARNING: https://apcbiblecollege.org/elearn
WEEKEND SCHOOLS: https://apcwo.org/ministries/weekend-schools
COUNSELING: https://chrysalislife.org
MUSIC: https://apcmusic.org
MINISTERS FELLOWSHIP: https://pamfi.org
CHURCH APP: https://apcwo.org/app
CHURCHES: https://apcwo.org/ministries/churches
WORLD MISSIONS: https://apcworldmissions.org

SERMON OUTLINE

What does a great leader and good leadership look like? How can I recognize a great leader and good leadership? (And how can I identify the opposite?). What areas do I need to grow in to be a great leader and provide good leadership? We present an objective framework in "the four C's of leadership" comprising of: Character, Competence, Compassion and Charisma. It is useful to have these together, as a framework by which to evaluate ourselves and others as leaders. This will help us recognize areas that we should assess, evaluate, and develop ourselves as leaders, to be great leaders and provide good leadership. It becomes an objective standard, by which we look at leadership. In the Church, having such a framework helps us see through the hype, the celebrity status, the façade that we often put on, the smoke screens we hid behind, and discern clearly when a person has been truly called, anointed, and raised up by God to be a leader to His people.

In Part-3 of this series we address the aspect of compassion, the importance of being a compassionate leader, how compassion is expressed and how to do this with wisdom.

KEYWORDS :

Leadership, Leadership Skills, Leadership Styles, Leadership Training, Leadership Qualities, Leadership Development, Servant Leadership, Transformational Leadership, Leaders, Corporate Leadership, Organizational Leadership, Strategy, CEOs, C-Suite, sermon, sermons, sermon notes, sermon outline, free sermon notes, free sermon outlines, Bible study resources

REFERENCES/CITATIONS

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Thayer's Greek Definitions. Published in 1886, 1889; public domain.

Strong's Hebrew and Greek Dictionaries, Strong's Exhaustive Concordance by James Strong, S.T.D., LL.D. Published in 1890; public domain.

Vine's Complete Expository Dictionary of Old and New Testament Words, © 1984, 1996, Thomas Nelson, Inc., Nashville, TN

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Word Pictures in the New Testament. Archibald Thomas Robertson. Published in 1930-1933; public domain.

Word Studies in the New Testament. Marvin R. Vincent, D.D. (1886)